

Bulletin

University of Toronto

Friday October 24, 1975

No. 10 29th Year

HOMECOMING!

by Mrs. Mary Brown
Assistant Director of Alumni Affairs

Homecoming '75 was an exciting day — not only for the events, which were traditional, but for the revival of a spirit that had been flagging in recent years.

The enthusiastic participation of students in the float parade was paralleled by a large and supportive group of senior administrators who served as judges and declared Pharmacy the winner.

Buses provided campus tours for over 100 alumni who responded enthusiastically to this opportunity to view an ever-growing campus that still holds areas of nostalgia for them.

Attendance at the brunch and football game tripled last year's, and a new dimension was added. Former players of the Blue and White Band returned to help alumni make the Great Hall ring with the Varsity Song and other poignant reminders of another era.

It was the band's appearance at half-time during the football game that brought alumni to their feet with a new enthusiasm. For those of us who understood, the spirit of the day was exemplified by the courtesy of the L.G.M.B. who, after a great performance, relinquished their territory to make room for the Alumni Band.

All in all, it was a great day for what it reflected of the total university community.



GOVERNING COUNCIL

Wage and price guidelines may hold for U of T

The University likely will be deemed to be an emanation of the provincial government and thus subject to the wage and price guidelines recently imposed by the federal government, President John Evans told the Governing Council at its regular meeting on Oct. 16.

Expenditures would be "significantly reduced" if salary increases were subject to the guidelines, the President said, noting that this might not result in any overall budgetary savings "since the province might then reduce the level of the Basic Income Unit."

Governing Council also received confirmation of the adverse financial situation facing the Uni-

versity. William Broadhurst, chairman of the Business Affairs Committee, announced that a deficit of \$1,300,000 had been incurred during the 1974-75 fiscal year, compared with the surplus of almost \$900,000 achieved during the 1973-74 year.

"This represents a deterioration of almost \$2.2 million in the University's financial position since 1973," Mr. Broadhurst added.

At the suggestion of the President, Governing Council agreed that the Budget Advisory Committee's recommendations for the 1976-77 budget will be discussed in open session by the Council and its committees. However, the

standard rules of procedure permitting *in camera* or *closed* session for discussion of special items of business will remain in effect.

By unanimous vote, the members of Governing Council agreed that the building at Russell and Huron streets housing the Faculty of Pharmacy be renamed the F. Norman Hughes Pharmacy Building. Dr. Hughes served as the first Dean of Pharmacy from 1953 until his retirement in January 1974.

In endorsing the proposal, Dr. Evans stressed that the University continues to adhere to its traditional practice whereby buildings are not named after members of the University community who are still living.

"As Dr. Hughes no longer has an association with the University, the spirit of the policy has been maintained," he said.

The President also announced that a delegation of 10 voting members — including eight women — will represent the University at the annual meeting of the Association of Universities and Colleges of Canada which is to discuss the topic, "Women and the Universities".

In addition to Dr. Evans and Vice-Provost Robin Ross, the U of T delegates are: Lynda Birchell (GSU), Arlene Dick (APUS), Shirley French (SAC), Dean Frances G. Halpenny (Library Science), Frances Ireland (Research Assist-

ant to the President), Pam Kilius (APUS), Prof. Joan Foley (Scarborough College) and Gwen Russell, an administrative staff representative on Governing Council.

In other business, Governing Council adopted minor amendments to the constitutions of the Councils of the Faculties of Nursing and Pharmacy, enacted a new constitution for the Alumni College of Electors and approved the audited financial statements of the University for the fiscal year ending April 30, 1975.

Governing Council will meet next on Thursday, Nov. 20 at 4:30 p.m. in the Council Chamber, Simcoe Hall.

Library pay awaits clarification of guidelines

After a work stoppage by University Library workers on Tuesday, Vice-Provost Peter M. Meincke issued this statement:

"Two hundred employees of the University of Toronto Library who are members of the Canadian Union of Public Employees Local 1230 staged an illegal work stoppage early on Tuesday afternoon. The stoppage, taken at the instigation of the local union president, was in violation of the collective bargaining agreement which continues in effect until after the completion of the conciliation process which is still underway.

"So far as we know the stoppage caused no major inconvenience to the users of the Library. "Negotiations between the Uni-

versity and Local 1230 have been carried out until now through the normal bargaining process. The University could not meet the union's wage demands and asked

the union to modify them. Our negotiators were willing at all times to discuss the union's non-monetary proposals, but the union has not been willing to do

this. Local 1230 was granted conciliation services by the Ontario Ministry of Labour.

"The conciliation officer had indicated that the implications in the federal wage and price guidelines must be clarified before negotiations on wages can be continued. The University, through its legal advisers and the Ministry of Labour, is endeavouring as speedily as possible to obtain clarification, and is prepared to make its offer as soon as the guidelines and procedures are sufficiently clear. It is reported that many employers in the province are facing a similar dilemma as a result of the lack of clarification in the announced guidelines."

SGS by-election — how to vote

Because of the postal strike it will not be possible to mail ballots to voters in the current by-elections for membership on the Council of the School of Graduate Studies.

A polling station has been set up at the School of Graduate Studies, Room 105, 65 St. George St. It will be open week-days from 9 a.m. to 5 p.m., and will close at 4 p.m., Wednesday, Nov. 5.

All graduate students registered in Division II (Social Sciences) and Division IV (Life Sciences) are eligible to vote.

Inside:

ORIGINAL PROPOSALS
SUBMITTED BY THE
GRADUATE ASSISTANTS' ASSOCIATION TO
THE UNIVERSITY OF
TORONTO ON SEPT. 25
AND OCT. 2



Layton, Creeley and Paz will take part in poetry festival

Irving Layton, author of a collection called *Balls for a One-Armed Juggler*, is one of several renowned Canadian poets scheduled to participate in the International Festival of Poetry at Hart House during the week of October 26 to November 1.

Earle Birney, Dennis Lee, Anne Hébert and Al Purdy are among the other Canadians who will be reading and discussing their work.

The Festival will feature an array of events, including informal discussion groups, lunch-time readings by local poets, and "a marathon session to end it all," the organizers have announced. The highlights of the Festival will be the afternoon and

evening readings, to be held in Hart House Theatre. Some events have proven so popular they have been re-scheduled for Convocation Hall.

Robert Creeley of the U.S.A., Octavio Paz of Mexico, D.J. Enright of Britain, Jehuda Amichai of Israel, Seamus Heaney of Ireland, and well-known poets of Australia, Belgium and France are among those participating.

Admission to all events at the Festival is free, but tickets will be required for the major readings. Further information is available at the Hall Porter's Desk in Hart House and from the International Festival of Poetry office, staffed during the week on a part-time basis.

GAA proposals made public by University

The University is required to bargain in good faith with the recently certified Graduate Assistants' Association, and it intends to do so.

Because the Graduate Assistant function is so intimately and directly involved with teaching and research, academic members of the University will be involved with the contract negotiations. An Advisory Committee, broadly representative of the different disciplines and well acquainted with the various functions of graduate assistants, has been established to advise the Negotiating Committee.

The University hopes to achieve an agreeable contract as quickly as possible, since to do so is in the

best interests of both the University and the GAA. The negotiating teams already have met three times.

The GAA contract proposals on the following four pages are being published by the University at this time because of the significant impact the final contract will have on the entire academic community. The University intends to keep the community informed of the progress of the negotiations as they proceed.

It should be noted that the GAA withdrew and amended some proposals on Oct. 20, 1975, to permit revisions to the copy reproduced here. These changes will be published at a later date.

UNIVERSITY COMMITTEES FOR COLLECTIVE BARGAINING WITH THE GRADUATE ASSISTANTS' ASSOCIATION:

ADVISORY COMMITTEE

Prof. M. Israel (Chairman), Vice-Provost
Dean W. E. Alexander, Faculty of Pharmacy
Prof. A. G. Brook, Department of Chemistry
Mr. R.F. Brown, Director, Personnel Department
Dr. D.A. Chant, Vice-President and Provost
Prof. C.S. Churcher, Associate Dean, Faculty of Arts & Science
Dean M. Clarkson, Faculty of Management Studies
Prof. J.B. Conacher, Chairman, Department of History
Prof. D. Gauthier, Chairman, Department of Philosophy
Prof. F. Iacobucci, Vice-President, Internal Affairs
Prof. R.E. Jervis, Associate Dean, Faculty of Applied Science & Engineering
Principal A.M. Kruger, Woodsworth College
Mr. A.G. Rankin, Vice-President, Business Affairs
Prof. C.J. Sparrow, Division of Social Sciences, Scarborough College
Dr. G.R. Williams, Chairman, Department of Biochemistry
Prof. M.T. Wilson, Chairman, Department of English

NEGOTIATING COMMITTEE

Mr. J. Parker (Chairman), Management/Labour Relations
Prof. A. G. Brook (Prof. Yates' alternate), Department of Chemistry
Prof. H. W. Smith, Vice Dean, School of Graduate Studies
Prof. J.E. Smith, Political Economy
Prof. K. Yates, Chairman, Department of Chemistry
Ms. Timothy Gibbon (Secretary), Management Labour Relations



FORUM

A sesquicentennial clarification

I would like to clarify a comment made in your reporting of the plans for the sesquicentennial celebrations in the October 3 issue of the Bulletin.

I was quoted as saying that the budget of \$150,000 was "a bit of a problem". Although \$150,000 is a considerable amount of money, it must cover all costs of planning, staging, advertising, etc. of the celebrations programs (from this past spring 'till the end of the 1977 - 78 academic year). Some of these costs are considerable; for example, small bi-weekly advertisements in the daily newspapers listing the activities on campus to which the public will be invited, alone will cost about \$25,000.

The "problem" is that the present budget of \$150,000 is about one-half the sum originally designated for the celebrations by the Governing Council in 1973, and this present figure will probably be cut again due to the University's financial situation. The uncertainty of the budget creates problems for those planning the celebrations for we wish to avoid making commitments that we may be forced to break later.

One might argue that the University cannot afford at present to spend a significant amount of

money on anything unrelated to its teaching or research functions. However, among the reasons for holding these celebrations is the pressing need to improve the University's relations with the community. Through the various celebratory programs we hope to show the public something of the teaching, scholarship and research that goes on in this University, to acquaint them with the kinds of problems it faces, and make them more aware of the role that U of T scholars and graduates have played in the growth and cultural development not only of this city but of the entire country. We hope that through renewed contacts with the alumni and with a better awareness and understanding on the part of the general public, the University can expect more involvement in, and support from, the community. Such support is essential to the success of the University's on-going appeal for funds which will be launched soon. And, a successful fundraising drive will more than compensate for the costs of the celebrations.

Marvi Bradshaw (Ms.)
Sesquicentennial Celebrations Co-ordinator

Payroll cheques won't be posted

K. P. Burke, Payroll Department
Due to the current uncertainty in the postal service, we will distribute the October 24th and 28th payroll cheques as follows:

Cheques normally deposited at a chartered bank will be delivered to the appropriate branch via the head office of the bank. Cheques

paid over to trust companies or other agencies will be delivered by the University to the appropriate location. If necessary, funds will be transferred by telegraph. We shall make every effort to ensure that the cheques arrive at the appropriate bank or trust company on the normal pay date.

Monthly payroll cheques that are normally mailed to home addresses must be picked up in person at the Office of the Comptroller, 3rd Floor, 215 Huron Street on October 28, 1975. All staff members picking up cheques should be prepared to identify themselves, by personnel number or by having a previous pay statement available. The casual pay cheques due on October 24, 1975 may be picked up at the Payroll Office, 3rd Floor, 215 Huron Street on Friday, October 24th. Cheques that are not picked up will be mailed upon restoration of the mail service.

Earnings statements for bank deposited cheques will be mailed as soon as the strike has ended.

Press Management Board meeting

The next meeting of the Press Management Board will take place on Monday, Oct. 27 at 3 p.m. in the Conference Room of the Press Building.



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This Agreement made this ____ day of _____, 19__.

between:

THE GOVERNING COUNCIL OF THE
UNIVERSITY OF TORONTO,
hereinafter called "the University", or the "Employer",
Party of the First Part:

and

THE GRADUATE ASSISTANTS' ASSOCIATION (GAA),
hereinafter called "the Union",
Party of the Second Part:

ARTICLE 1 PURPOSE

1.01 It is the purpose of this agreement that all matters pertaining to the working conditions of members of the Graduate Assistants' Association be drawn up in a collective agreement.

ARTICLE 2 MANAGEMENT RIGHTS

Management Rights

2.01 The Union recognizes that it is the right of the Employer to exercise the regular and customary function of management and to direct the working forces, subject to the terms of this agreement. The question of whether any of these rights is limited by this agreement shall be decided through the grievance and arbitration procedure.

Not Discriminatory

2.02 The Employer shall not exercise in a discriminatory manner its rights to direct the working forces. Nor shall the employer suspend, discharge, or discipline employees except for just and sufficient cause.

ARTICLE 3 RECOGNITION AND NEGOTIATIONS

Bargaining Unit

3.01 The Employer recognizes the Graduate Assistants' Association as the sole and exclusive collective bargaining agent for all teaching assistants, teaching fellows, demonstrators, tutors, markers, instructors, and teaching laboratory assistants who are Post Doctoral Fellows, Undergraduate Students in the University of Toronto, and Graduate Students in the School of Graduate Studies of the University of Toronto.

3.02 For the purposes of clarity, the following clarifications and exclusions are agreed upon by the parties to this agreement:

EXCLUSIONS

Members of Professions

As defined for purposes of exclusion applies to graduates in architecture, dentistry, medicine or law, who are qualified to practice their profession in accordance with the Statutes and Regulations governing their respective professions in the Province of Ontario.

Status Only Persons

As defined for purposes of exclusion applies to persons who may engage in lecturing, or demonstrating but are not paid for such services.

Persons Whose Primary Work Interest is Outside the University

These are persons who, while not professionals excluded from collective bargaining under the Labour Relations Act, are knowledgeable in a particular field and lecture or demonstrate at the University of Toronto. These persons are not paid part-time and are not teaching assistants in the sense that undergraduates, students enrolled in the School of Graduate Studies or Post-Doctoral Fellows are.

Research

Persons engaged primarily in research are excluded (even if research on occasional teaching assistant work is involved). It is understood that Post-Doctoral Fellows who are engaged in research, but who also perform the work described in the appropriate bargaining unit, are included in the bargaining unit.

Royal Conservatory of Music

As defined for purposes of exclusion would apply to all persons who are employed in the Royal Conservatory of Music.

Athletics

Any persons involved in the instructing, demonstrating or coaching in athletic recreational programmes.

CLARIFICATIONS

Part-Time Lecturers

The parties are agreed that part-time lecturers who are Students or Post-Doctoral Fellows are included in the bargaining unit.

Graduate Engineers

The parties are further agreed that graduate engineers, who are registered in the School of Graduate Studies, or who are Post-Doctoral Fellows and are performing work described in the appropriate bargaining unit, are included in the bargaining unit.

No Other Agreements

3.03 No employee shall be required or permitted to make a written or verbal agreement with the Employer or his representatives which may conflict with the terms of this collective agreement.

ARTICLE 4 NO DISCRIMINATION

Employer Shall Not Discriminate

4.01 The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any member, applicant or prospective member of the bargaining unit either as students or graduate assistants in the matter of hiring, appointment, course assignment, financial assistance, salary rates, training, up-grading, promotions, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, colour, national origin, citizenship, political or religious affiliation or belief, sex or marital status, sexual preference, place of residence, nor by reason of his/her membership or activity in the Union, or any other reason.

ARTICLE 5 UNION MEMBERSHIP REQUIREMENT - UNION SECURITY

All Employees to be Members

5.01 All employees of the Employer, as a condition of continued employment, shall become and remain members in good standing of the Union according to the constitution and by-laws of the Union. All new employees shall, as a condition of continued employment, become and remain members in good standing in the Union within thirty days of employment.

ARTICLE 6 CHECK-OFF OF UNION DUES

Check-Off Payments

6.01 The Employer shall deduct from every employee any monthly dues, initiation fees, or assessments levied, in accordance with the Union Constitution and By-laws.

Deductions

6.02 Deductions shall be made from each pay and shall be forwarded to the Secretary-Treasurer of the Union not later than the 7th day after the deduction has been made, accompanied by a list of the names, addresses, departments and classifications of employees from whose salary the deductions have been made.

ARTICLE 7 THE EMPLOYER AND THE UNION SHALL ACQUAINT NEW EMPLOYEES

New Employees

7.01 The Employer agrees to inform all applicants and prospective members of the bargaining unit and to acquaint new employees with the fact that they are to be employed in accordance with the conditions of employment set out in the articles dealing with the Union Security and Dues Check-Off.

Copies of the Agreement

7.02 On commencing employment, the employee's Departmental Chairman, Supervisory Professor or immediate supervisor shall provide him/her with a copy of the collective agreement. Further, the Employer agrees to provide the Union with 1,000 copies of the Agreement promptly after the signing of the Agreement.

ARTICLE 8 CORRESPONDENCE

Correspondence

8.01 All correspondence between the parties, arising out of this agreement or incidental thereto, shall pass to and from the manager of Management-Labour Relations and the Secretary of the Union.

ARTICLE 9 LABOUR-MANAGEMENT COMMITTEES

Establishment of Committees

9.01 A University-wide Labour-Management Committee shall be established consisting of 3 representatives of the Union and 3 representatives of the Employer. The Committee shall enjoy the full support of both parties in the interests of improved service to the University and its students.

9.02 The Union and the Employer agree to encourage the formation of Departmental Labour-Management Committees. Such Committees shall be established at the Union, with equal representation from each party.

Function of Committees

9.03 The Committees shall concern themselves with the following general matters:

- 1) Considering constructive criticisms of all activities so that better relations exist between the University and the members of the bargaining unit.
- 2) Improving and extending services to the University and students.
- 3) Promoting quality education.
- 4) Reviewing suggestions from employees, questions of working conditions and service (but not grievances concerned with service).
- 5) Correcting conditions causing grievances and misunderstandings.

Meetings of Committees

9.04 The Committees shall meet at least once every two months at a mutually agreeable time and place. The Union shall receive a notice and agenda of the meeting at least forty-eight (48) hours in advance of the meeting. Employees shall not suffer any loss of pay for time spent with this Committee in the appropriate bargaining unit.

Chairman of the Meetings

9.05 A University and a Union representative shall be designated a joint chairman and shall alternate in presiding over meetings.

Minutes of Meetings

9.06 Minutes of a meeting of a Committee shall be prepared and signed by the joint chairmen as promptly as possible after the close of the meeting. The Union, and the University shall each receive two (2) signed copies of the minutes within three (3) days following the meeting.

Jurisdiction of Committees

9.07 The Committees shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this collective agreement.

The Committees shall not supersede the activities of any other committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decisions or conclusions reached in their discussions. The Committees shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

ARTICLE 10 LABOUR-MANAGEMENT BARGAINING RELATIONS

Representation

10.01 The Employer shall not bargain with or enter into any agreement with an employee or group of employees in the Bargaining Unit. No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. In representing an employee or group of employees, an elected or appointed representative of the Union shall be the Spokesman. In order that this may be carried out, the Union will supply the Employer with the names of its officers. Likewise, the Employer shall supply the Union with a list of its supervisory personnel with whom the Union may be required to transact business.

Union Bargaining Committee

10.02 The employees on the union bargaining committee shall be given time off during working hours without loss of pay while actually attending such negotiating meetings with the employer.

Technical Information

10.03 The Employer shall make available to the Union, on request, information required by the Union such as University and Departmental budgets, job descriptions, positions in the bargaining unit, job classifications, wage rates, a breakdown of point ratings in job evaluation, financial and actuarial information pertaining to pension and welfare plans and all other technical information and reports, records, studies, surveys, manuals, directives, or documents required for collective bargaining purposes. Such information shall be supplied to the Union, in writing, within seven (7) days after the request.

Union Office

10.04 In order that the Union can properly represent the employees in labour-management relations, the Employer shall provide the Union with reasonable furnished office accommodation including a telephone and office equipment on the University's premises.

Union Meetings

10.05 The Employer shall make meeting rooms or halls available free of charge to the Union for the purpose of Union Meetings.

Employee Lists

10.06 Within one month of the beginning of each teaching term or period, the Employer shall provide to the Union a list of all members of the bargaining unit within their employ, with addresses and telephone numbers. A list of new employees and terminated employees shall be given at each pay period thereafter in a given term or teaching period.

Printing for Union Business

10.07 The Employer shall free of charge permit the Union access to printing and duplicating services for Union related business.

ARTICLE 11 RESOLUTIONS AND REPORT

Employer Shall Notify Union

11.01 The University agrees that any reports or recommendations about policies or work rules which are to be made to the Governing Council, a Faculty Group, the School of Graduate Studies General Council, any college Council or a department dealing with matters of policy and/or conditions of employment and which affect employees within this bargaining unit shall be communicated to the Union in time to afford the Union a reasonable opportunity to consider them and, if deemed necessary, to speak to them when they are dealt with by the body dealing with the matter.

Copies of Resolutions

11.02 Copies of all motions, resolutions and by-laws or rules and regulations which affect the members of the bargaining unit which are adopted by any University body are 1) to be forwarded to the Union and 2) to be posted on all bulletin boards.

ARTICLE 12 GRIEVANCE PROCEDURE

Recognition of Union Stewards and Grievance Committee

12.01 In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Grievance Committee and the Union Stewards and Union Representatives, which are to assist any employee which the Steward represents, in preparing and presenting higher grievance in accordance with the grievance procedure. The Employer agrees to recognize all Stewards selected by the Union in accordance with the Union By-laws and Constitution.

Names of Stewards

12.02 The Union shall notify the Employer in writing of the name of each Steward and the department's he/she represents and the name of the Chief Steward/Stewards. Before the Employer shall be required to recognize him/her.

Grievance Committee

12.03 The Stewards shall constitute the Grievance Committee. A chairperson of the Grievance Committee shall be selected.

Permission to Leave Work

12.04 The University agrees that Stewards shall not be hindered, coerced, restrained or interfered with in any way in the performance of their duties, while investigating disputes and presenting adjustments as provided in this article. The Union recognizes that each steward is employed by the University to engage in academic activity and that every effort shall be made to avoid activities that conflict with scheduled teaching hours except to perform his/her duties under this agreement.

Definition of Grievance

12.05 A grievance shall be defined as any difference arising out of interpretation, application, administration, or alleged violation of the collective agreement or any case where the University has acted unjustly or improperly.

Settling of Grievances

12.06 An earnest effort shall be made to settle grievances fairly and promptly in the following manner:

Step 1

If an employee has a grievance s/he shall discuss it with his/her immediate supervisor, accompanied by his/her Steward if the employee so wishes. The supervisor will give his/her verbal reply before the end of the next working day.

Step 2

If the grievance is not resolved at Step 1, the employee, accompanied by a representative of the Union, will present a written grievance to the departmental bargaining unit employee supervisor. The departmental bargaining unit employee supervisor will give his/her decision in writing within three working days.

Step 3

If the grievance is not resolved at Step 2, the Union will present the grievance to the Manager of Management-Labour Relations. The Manager of Management-Labour Relations will give his/her decision in writing within five working days. Failing a satisfactory settlement in Step 3, the Union may refer to grievance to arbitration pursuant to Article ____.

Priority Grievances

12.07 Any dispute involving appointments, workload, financial assistance, teaching and academic freedom may at either party's discretion commence at Step 2 or step 3 of the grievance procedure.

Policy Grievance

12.08 The Union may file a grievance where a dispute involving a question of general application or interpretation occurs, or where a group of two or more employees or the Union has a grievance. In this case, the grievance may commence at either party's discretion at either Step 2 or Step 3.

Union May Institute Grievances

12.09 The Union and its Representatives shall have the right to originate a grievance on behalf of an employee, or group of employees and to seek adjustment with the Employer in the manner provided in the Grievance Procedure. In the case of such a grievance, Step 1 and Step 2 may be bypassed at either party's discretion.

Failure to Act Within Time Limits

12.10 If the grievor or the Union fails to process a grievance to the next step in the grievance procedure within the time limit specified, they shall not be deemed to have prejudiced their position in arbitration.

Technical Objections to Grievances

12.11 No grievance shall be defeated or denied by any formal or technical objection. An arbitration board shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance, in order to render a decision which it deems just and equitable.

ARTICLE 13 ARBITRATION

Composition of Board of Arbitration

13.01 When either party requests that a grievance be submitted to arbitration, the request shall be made by registered mail addressed to the other party of the Agreement, indicating the name of its nominee on the arbitration board. Within five (5) days thereafter the other party shall answer by registered mail indicating the name and address of its appointee to the arbitration board. The two arbitrators shall then meet to select an impartial chairman.

Failure to Appoint

13.02 If the party receiving the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairman within seven days of their appointment, the appointment shall be made by the Ontario Labour Management Arbitration Commission upon request of either party.

Decision of the Board

13.03 The decision of the majority shall be the decision of the Board. Where the majority decision is the decision of the Chairman shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding and enforceable on all parties, and may not be changed. The Board of Arbitration shall not have the power to change the agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of a grievance by any arrangement which it deems just and equitable.

Disagreement on Decision

13.04 Should the parties disagree as to the meaning of the Board's decision, either party may apply to the Chairman of the Board of Arbitration to reconvene the Board to clarify the decision, which it shall do within five (5) days.

Expenses of the Board

13.05 Each party shall pay:
1) The fees and expenses of the arbitrator it appoints,
2) One-half of the fees and expenses of the Chairman.
13.06 The time limits fixed in both the grievance and arbitration procedure may be extended by consent of the parties.

ARTICLE 14 DISCHARGE, SUSPENSION AND DISCIPLINE

Warning

14.01 No employee will be suspended, discharged or otherwise disciplined without first having received a formal warning in writing specifying all areas of the employee's work that, if not changed or improved, would lead to such action being taken. Such warning shall be given at least six (6) weeks prior to any such action being taken. If after this period the employee's work has not satisfactorily changed in accordance with the complaints contained in the warning, disciplinary action may be commenced in accordance with other provisions of this Agreement. A copy of the warning shall be sent to the Union the same day as it is given to the employee.

Discharge Procedure

14.02 An employee may be dismissed, but only for just cause, and only upon the authority of the Vice-President and Provost. A supervising professor may recommend disciplinary action. The Department Chairperson, or the bargaining unit employee supervisor shall review the complaint and recommendation from the supervising professor. Should the Chairperson or supervisor agree with the supervising professor, the disciplinary action may be taken. Such action shall be reported within one (1) working day to the Vice-President and Provost. When an employee is discharged or suspended, s/he shall be given the reason in the presence of his/her Steward and supervisor. Such employee and the Union shall be advised within one (1) working day in writing by the University of the reason for such discharge or suspension.

May Omit Grievance Steps

14.03 An employee considered by the Union to be wrongfully or unjustly discharged, disciplined or suspended shall be entitled to a hearing under Article 12, Grievance Procedure. Steps 1 and 2 of the Grievance Procedure shall be omitted in such cases.

Burdens of Proof

14.04 In cases of discharge and discipline, the burden of proof of just cause shall rest with the Employer. Evidence shall be limited to the grounds stated in the discharge and discipline notice to the employee.

Unjust Discharge or Suspension

14.05 (a) An employee who has been unjustly discharged shall be immediately reinstated in his/her former position without loss of seniority. S/he shall be compensated for all time lost at the rate of pay s/he would have received if working at the job from which s/he was discharged. Any monies earned by an employee during a period of discharge shall not be deducted from this compensation.

(b) An employee who has been unjustly suspended shall be immediately reinstated in his/her former position without loss of seniority. S/he shall be compensated for all time lost at the rate of pay s/he would have received if working at the job from which s/he was suspended, or by any other ar-

rangement as to compensation which is just and equitable in the opinion of the parties or in the opinion of a Board of Arbitration, if the matter is referred to such a Board. Any monies earned by an employee during a period of suspension or discharge shall not be deducted from any award made under this Clause.

Disciplinary Action - Right to Union Representation

14.06 Prior to any warning, disciplinary interview or any other employee contact with an employee in the bargaining unit regarding his/her work performance, the employee's supervisor shall inform the employee of his/her right to have the Steward or other Union Representative present. The employee may, if s/he so desires, request the presence of his/her Union Steward or Representative to represent him/her during the interview. If at any time the employee requests representation by his/her Union Steward or Representative the employer shall send for the Steward or Representative without undue delay and without further discussion of the matter with the employee concerned.

Evaluations

14.07 The University and Department shall provide an employee with a copy of all evaluations of an individual's teaching and/or other work activities within ten (10) working days of the event of the evaluation, with a copy to the Union. The employee's file shall be open for inspection by the employee at any time on twenty-four hours notice. Prior to any information being given to anyone from an employee's file, the employee shall be informed that such information is to be released and shall be given a reasonable opportunity to inspect his/her file and to respond in written form to any documents contained therein. If this procedure is not followed, such evaluations shall not be considered. Written reports for use at any time. This article shall be applicable to all evaluations and any complaint or accusation which may be detrimental to an employee's advancement, status or relationship with the University, whether or not related to his/her work. Any employee's reply to such an evaluation, complaint, accusation or expression of dissatisfaction shall become part of his/her record. Any adverse reports or evaluations of any employee shall be removed from the employee's file after one term of employment, not counting the term in which the evaluation was written. The inclusion of any document in an employee's file is subject to the grievance and arbitration provisions of this Agreement.

Crossing Picket Lines During Strikes

14.08 An employee covered by this Agreement shall have the right to refuse to cross a picket line arising out of labour disputes. Failure to cross such a picket line by a member of this Union shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action.

ARTICLE 15 SENIORITY

Seniority Defined

15.01 Seniority is defined as the length of employment with the University calculated in terms and shall be used in determining preference or priority for appointments, course assignment, evening or summer school courses, renewal of contracts, promotions, transfers, layoffs and recalls.

Prior Experience

15.02 Experience outside the bargaining unit shall be credited for placement on the salary grid, but not for other matters.

Accumulation of Seniority

15.03 Only two terms worked per calendar year shall contribute to accumulated seniority, with the one exception that all terms worked shall contribute towards placement on the salary grid.

Seniority Calculation, Posting of Seniority Lists

15.04 The employer shall maintain the following seniority lists. Up-to-date seniority lists shall be sent to the Union and posted on all Union bulletin boards in October and February of each year.

(i) Seniority list "a" shall contain the starting employment date of each employee, the number of total terms worked by the employee in the University and the number of terms of outside experience credited to the employee. This list shall be used when calculating the employee's placement on the salary grid.

(ii) Seniority list "b" shall contain the starting employment date of each employee and the number of terms of seniority each employee has accumulated in each department the employee has worked, up to a maximum of two per year. This list shall be used in calculating departmental seniority.

(iii) Seniority List "c" shall contain the starting employment date of each employee, and the total number of terms worked in the University, calculated at a maximum of two per year. This list shall be used for the purpose of calculating job security credits for the purpose of establishing University-wide seniority credits.

Preferential Hiring

15.05 Persons not registered as students or Post-Doctoral Fellows at the University of Toronto will only be hired to bargaining unit positions should there be no students or Post-Doctoral Fellows qualified to fill the position. Bargaining unit positions for the purpose of this clause shall be defined as part-time lecturer, teaching assistant, teaching fellow, demonstrator, marker and instructor.

Existing Job Protection for Non-Students

15.06 No person presently occupying a bargaining unit position that because of the preferential hiring procedure could be replaced by a person with a higher priority classification with regard to clause 15.05 shall be fired, laid off, or otherwise displaced from his/her job for the purpose of filling that position with a person of a higher priority classification. At such time as a person of lower priority hiring classification resigns his/her employment or is terminated for just cause from a bargaining unit position, the hiring priority clause (15.05) shall be followed.

Loss of Seniority

15.07 An employee shall not lose seniority rights if s/he is absent from work because of sickness, accident, lay-off, or leave of absence approved by the Employer.

An employee shall only lose his/her seniority in the event:
(a) S/he is discharged for just cause and is not reinstated;
(b) S/he resigns in writing and does not withdraw the resignation in writing within two working days;
(c) S/he is absent from work in excess of five (5) working days without sufficient cause;
(d) S/he is absent from work in excess of five (5) working days without notifying his/her Supervisor, unless such notice was not reasonably possible,

(5) S/he fails to return to work within seven (7) calendar days following a layoff and after being notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to keep the Employer informed of his/her current address.

Transfers and Seniority Outside Bargaining Unit

15.09 No employee shall be transferred to a position outside the bargaining unit without his/her consent. If an employee is transferred to a position outside of the bargaining unit, s/he shall retain his/her seniority accumulated up to the date of leaving the Unit, but will not accumulate any further seniority. If such an employee later returns to the bargaining unit, s/he shall be placed in a job consistent with his/her seniority. Such return shall not result in the layoff or bumping of an employee holding greater seniority.

ARTICLE 16 APPOINTMENTS, PROMOTIONS AND STAFF CHANGES

Employment Guarantee

16.01 Persons who accept initial appointments as graduate assistants and serve in that capacity during the period for which the appointment was specified shall be guaranteed employment. The guarantee shall be for work in a regular position for five consecutive years, subject to the conditions of appointments noted below and other provisions of this Agreement.

Definition of Regular Position

16.02 A regular position is one that requires an average of ten hours work per week in each term for two terms in each academic year. These terms shall be for the fall and spring terms, unless the employee requests to work the summer term in which case the employer may if it so wishes count this term as one term towards fulfilling its obligations under the guaranteed employment provisions of this Agreement.

Condition for a Department Offering Less Than a Full Work-Load

16.03 If a department has a proven practice of offering bargaining unit employment to, or requiring bargaining unit employment of, all its graduate students, then that department may continue to offer less than a ten hour work load to its employees. For a department to qualify under this Clause, in 1973-74 at least 90% of the graduate students in a department must have received employment. Nothing in this Agreement shall be interpreted as preventing any employee in any department from receiving, upon request, a regular position.

Initial Appointments

16.04 All initial appointments must be to a regular position except in those departments which qualify for special consideration under Article 16.03 of this Agreement, which may continue to offer initial appointments of less than a full work load, subject to other provisions of this Agreement.

Leave of Absence

16.05 If an employee who has worked at least one term requests a leave of absence in any term the leave shall be granted and the following conditions shall apply:

- The employee shall not lose any of the benefits or privileges of this Agreement and shall retain all his/her seniority and seniority rights. The employee shall, upon return, be required to resume the program in which he/she was employed benefit programmes. The costs of these programmes shall be paid as if the employee continued to work;
- When an employee resumes employment after a leave of absence, his/her years of guaranteed employment shall be the same as when his/her leave of absence began;
- The employee shall remain on leave of absence without penalty until such time as s/he terminates his or her employment in writing, or b) is no longer enrolled as a student or post-doctoral fellow, or c) resumes a bargaining unit position.

Further Conditions of Appointment

16.06 (a) An employee who works two (2) or three (3) terms in an academic year at a regular position shall be credited with one (1) year towards fulfillment of his/her guaranteed employment period.

(b) An employee shall receive, upon request, an appointment to less than a "regular" position. An employee who works less than a full ten hour load shall have his/her guaranteed employment period lengthened so that the guarantee continues until the employee has received the equivalent of ten terms of work in a regular position, subject to other provisions of this Agreement.

(c) An employee may, at his/her request, work only one term in an academic year, provided that course schedules and work assignments make this possible for the department to arrange. An employee who works only one term in an academic year at a regular position shall be credited with one (1) half-year towards fulfillment of the guaranteed employment provisions of this Agreement.

(d) The summer session is deemed for the purpose of this Agreement to be part of the regular academic year that precedes it. The summer session shall be included for the purpose of fulfilling the guaranteed employment provisions of this Agreement.

(e) Continued employment shall be contingent upon continuing enrollment as a student or post-doctoral fellow at the University of Toronto.

(f) A new employee who has previously worked at the University of Toronto in a bargaining unit position shall not have his/her previous work experience counted towards fulfillment of the guaranteed employment provisions of this Agreement and shall not be credited with any seniority.

g) If an employee terminates his/her employment, or if his/her employment was terminated for just cause, neither of these facts shall prejudice him/her from re-applying at a later date for a bargaining unit position.

h) Employment in other than a bargaining unit position shall not count as any part of the guaranteed employment period.

Limited Term Appointments

16.07 Departments may offer "limited term" appointments of one term if any of the conditions below are applicable. An individual appointed as a "limited term" graduate assistant for more than one (1) term shall be deemed to have a regular appointment in accordance with the provisions of this agreement. Limited term appointments shall not exceed 5% of the appointments in a department in any academic term.

Conditions of Limited Term Appointments

16.08 The conditions under which departments may make "limited term" appointments are as follows:
(a) Enrollment and/or staff fluctuations in courses make it necessary that additional Graduate Assistants be hired.
(b) Graduate Assistants resign or fail to report, making it necessary that additional Graduate Assistants be hired.
(c) Previously appointed Graduate Assistants are on leave of absence making it necessary that additional Graduate Assistants be hired as replacements.
(d) Reassignment of Graduate Assistants for any of the above reasons make it necessary for a department to hire additional Graduate Assistants to fill the positions left vacant by those reassignments.

Job Postings

16.09 When vacancies occur or a new position is created inside the department, the University and the department shall notify the Union in writing and post notice of the position in the department's offices and on all bulletin boards for a minimum of two weeks so that all members will know about the vacancy or new position.

Information in Postings

16.10 Such notice shall contain the following information: Nature of position; qualifications; hours of work; skills; and salary rate or range. Such qualifications may not be established in an arbitrary or discriminatory manner. All job postings shall state "This position is open to male and female applicants" and shall state that a Union contract is in effect. All notices shall also include a starting and last date of employment in the position being posted.

No Outside Advertising

16.11 No outside advertising for any vacancy or appointment shall be placed until the applications of present employees in the bargaining unit have been fully processed and no suitable applicant found. All outside applicants for appointment shall be informed that a Union contract is in effect.

Role of Seniority in Promotions and Transfers

16.12 Both parties recognize that job opportunity should increase in proportion to seniority. Therefore, in marking appointments, course assignments, staff changes, transfer or promotions, appointment shall be made of the applicant with the greatest seniority and having the required qualifications in accordance with Article 16.09. After an employee has completed his/her years of guaranteed support, he/she shall continue to be eligible for employment but shall lose all seniority.

Notification to Employee and Union

16.13 Within seven calendar days of the date of appointment to a vacant position, the department shall notify the employee in writing on posted bulletin boards. The Union shall be notified of all appointments, course assignments, hirings, lay-offs, transfers, recalls and terminations of employment.

Notification of Appointment

16.14 Notice will be given to employees or prospective employees by April 1st preceding a fall appointment, March 15 preceding a summer appointment and November 1st preceding a spring appointment.

ARTICLE 17 LAYOFFS AND RECALLS

Lay-Off Procedure

17.01 For the purpose of retention of employment in the event of a reduction in the number of bargaining unit positions or the elimination for one academic year or more of courses which a Graduate Assistant is qualified to teach, seniority shall be on a department-wide basis. A Graduate Assistant who cannot be employed in his/her field of qualification at the department of his/her employment shall be employed at any other department where a program s/he is qualified to teach is available on a university-wide seniority basis.

Transferral of Employment Guarantee

17.02 Once an employee is re-hired to a department other than the one from which s/he was laid off, the employee's seniority credits in the new employing department shall be the same as they were in the department from which the employee was laid off.

Recall Procedure

17.03 Members of the bargaining unit shall be recalled in the order of their university-wide seniority to any position for which they are qualified. A member of the bargaining unit shall retain his/her departmental seniority in all departments in which the employee has worked. No Graduate Assistant's employment retention rights shall be exercised over members of the bargaining unit if through the elimination of limited-term or part-time appointments a full-time teaching programme can be constituted for a Graduate Assistant.

Guarantee of Position

17.04 An employee's work assignment shall continue automatically from year to year, until that employee is promoted or transferred with the employee's agreement. Also, nothing in this Agreement is meant to suggest that an employee with greater seniority can bump or replace another employee who would then be laid off as a result of such action.

No New Employees

17.05 No new employees shall be hired to bargaining unit positions until those who have been given an opportunity of recall to any positions they qualify for.

Advance Notice of Lay-Off

17.06 The University shall notify employees who are to be laid off by registered mail at least two (2) months prior to the

effective date of layoff. If the employee has not been so notified as provided in this article, s/he shall automatically have the right to employment extended two terms or be paid in lieu thereof.

Recognition of Union Officers

17.07 In order that the operations of the Union will not become disorganized when lay-offs are made, members of the Local Executive Committee and Chief Steward shall be the last persons laid off during their term of office.

Continuation of Benefits

17.08 The employer agrees to pay full coverage for all employee benefit plans for employees laid off for periods of less than one calendar year. In the event of a longer lay-off, employees so affected shall have the right to continue this coverage through direct payments.

Grievances on Lay-Off and Recalls

17.09 Grievances concerning lay-offs and recalls shall be initiated at Step 2 of the Grievance Procedure.

ARTICLE 18 HOURS OF WORK, COURSE ASSIGNMENT, CLASS LOAD AND SIZE

On-Campus Hours

18.01 Members of the bargaining unit are not required to be on campus if classes, office, hours, administrative duties or departmental meetings requiring the person's presence are not scheduled.

Maximum Hours of Work for Full-Time Graduate Students

18.02 A member of the bargaining unit who is a full-time graduate student shall not work more than ten (10) hours per week while s/he is enrolled as a graduate student.

Maximum Course Work Requirements

18.03 All duties of a Graduate Assistant shall be included in the calculation of required hours. These duties shall include, for example, but are not limited to: preparation for classes; preparation of written or audio-visual materials; attending lectures, teaching, leading discussions and supervising laboratories, rating students' work, holding office hours, consulting with students, writing and grading tests, examinations and lab sets, grading essays and term papers, any setting up of experiments, and conferring with the supervisor in charge.

Individual Class Size

18.04 In any laboratory, tutorial or any other contact situation with students as part of his/her work, the number of students any member of the bargaining unit shall have to teach, advise or supervise or in any other way aid in the instruction or supervision of students at any one time or in any one arranged time period shall not exceed 12.

Departmental Tutorial Enrollment Ratio

18.05 The ratio of the number of total student enrollments in any tutorial or other contact situation in a department to the number of bargaining unit members working there shall not exceed 10 to one.

Department Student Enrollment/G.A. Ratio

18.06 The ratio of total undergraduate course registrations in a department to the total number of bargaining unit members in the department may not increase over the 1973-74 ratio. Course registrations for the purpose of this clause means each and every registration in each and every course.

Final Ratios Determination

18.07 The Employer agrees to supply the Union with the ratios specified in Clauses 18.05 and 18.06 and to provide all information used in the calculation of these ratios to the Union within 30 days of the signing of this Agreement. The Union has thirty days from the receipt of such information to dissent from or question these ratios. The final ratios submitted to the Union as the Employer's final position, together with the information used to arrive at these ratios, shall be subject to the grievance and arbitration procedure of this Agreement.

The final figure arrived at through agreement of the parties to this Agreement or through arbitration shall form part of this Agreement.

Markers

18.08 All instructors, part-time instructors, lecturers or part-time lecturers who have in their course a total of more than 30 students shall receive upon request a marker. The student/marker ratios in these situations shall not exceed 45 to one. Instructor, part-time instructor, and part-time lecturer positions include all positions that have as part of their function lecturing, preparation, organization or development of a course.

ARTICLE 19 HOLIDAYS AND VACATIONS

Paid Vacations

19.01 No member of the bargaining unit shall be required to teach, nor shall any exams be scheduled on any of the following days:

New Year's Day
Good Friday
Easter Monday
Queen's Birthday
Dominion Day
Lending Week
Civic Holiday(s)
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day
and any other day proclaimed as a holiday by the federal, provincial or municipal governments or recognized by the University calendar.

Religious Holidays

19.02 No member of the bargaining unit shall be required to work on a holy day of his/her religion, but the employee shall try to arrange alternate dates for classes cancelled for this reason.

Compensation for Holidays Falling on Saturday

19.03 When any of the above noted holidays falls on a Saturday and is not proclaimed as being observed on some other day, the following Monday shall be deemed to be the holiday for the purpose of this Agreement.

Compensation for Holidays Falling on Sunday

19.04 When any of the above noted holidays falls on a Sunday and is not proclaimed as being observed on some other day, the

following Monday (or Tuesday, where the preceding clause already applies to the Monday) shall be deemed to be the holiday for the purpose of this Agreement.

Vacation Pay

19.05 Vacation pay shall be paid at least once every calendar year at the following rates:

Column I (Number of terms worked when vacation is taken)	Column II (Percentage of gross earnings received since last vacation pay period)
0-2	4%
3-4	5%
5-6	8%
7 - Termination employment	10%

Vacation Pay on Termination

19.06 An employee terminating his/her employment at any time shall be entitled to full vacation pay for all earnings prior to termination as specified in Clause 19.05.

Lump Sum Payment

19.07 All payment in lieu of vacation shall be paid in the form of lump sum payment.

ARTICLE 20 SICK LEAVE

Sick Leave Defined

20.01 Sick leave is defined as absence from work with full pay by virtue of being sick or disabled or under examination or treatment of a physician, chiropractor, or dentist, or because of an accident for which compensation is not payable under the Workmen's Compensation Act.

Salary While on Sick Leave

20.02 Graduate Assistants shall be paid full salary and benefits for a period of up to 15 weeks while on sick leave provided the graduate assistant remains enrolled as a student or post-doctoral fellow, except in the case of pregnancy where this shall be extended to 17 weeks.

Illness in Family

20.03 A graduate student shall be entitled, after notifying his supervising professor or department chairperson, to use sick leave to attend to the serious illness or injury of spouse, common-law spouse, children or other dependents.

Proof of Illness

20.04 An employee may be required to produce a certificate from a medical practitioner for any illness in excess of five (5) working days, certifying that a s/he was unable to carry out his/her duties due to illness. A Graduate Assistant who is ill shall notify his/her supervising professor or department chairperson as soon as possible to avoid any unnecessary interruption in the teaching programme.

ARTICLE 21 LEAVE OF ABSENCE

Negotiation Pay Provisions

21.01 Representatives of the Union shall not suffer any loss of pay or benefits for total time involved in negotiations with the Employer.

Grievance and Arbitration Pay Provisions

21.02 Representatives of the Union shall not suffer any loss of pay or benefits for the total time involved in grievance and arbitration procedures.

Leave of Absence for Union Business

21.03 (a) Upon request to the Employer, an employee elected or appointed to represent the Union at union conventions shall be allowed leave of absence with pay and benefits. Leave of absence with pay and without loss of benefits shall be allowed employees to attend Executive and Committee meetings of the G.A.A., its affiliated or chartered bodies.
(b) Upon a minimum of 24 hours notice of a Union membership meeting to the office of the department, no new meetings involving graduate assistants in their capacity as graduate assistants shall be subsequently scheduled at the same time by any such office so notified. For purposes of this section any meeting scheduled within a department (as by an intradepartmental committee; or by an individual faculty member) shall be considered to have been scheduled by the departmental office and any meeting scheduled by the dean of a college shall be considered to have been scheduled by the office of the Chancellor.

Leave of Absence for Full-Time Union Duties

21.04 An employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated, shall be granted leave of absence without loss of seniority for a period of one year. Such leave shall be renewed each year, on request, during his/her term of office. Such employees shall upon the Union's request receive his/her pay and benefits as provided for in this Agreement but the Union shall reimburse the Employer for all pay and benefits during the period of absence.

Paid Bereavement Leave

21.05 An employee shall be granted a minimum of five (5) regular scheduled consecutive work days' leave without loss of pay and benefits in the case of death or serious illness of parent, wife, husband, common-law spouse, brother, sister, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchild, fiancé, or any relative who has been residing in the same household, or any other person for whom an employee is required to administer bereavement responsibilities. Where the burial occurs outside the Province of Ontario, the leave shall include reasonable travelling time, not to exceed seven (7) days.

Maternity Leave

21.06 All Graduate Assistants not on limited term shall qualify for maternity leave. The Employer shall not deny the pregnant employee the right to continue employment during the period of pregnancy.

Paid Maternity Leave

21.07 (a) Graduate Assistants not on limited term are entitled to maternity leave at full salary and benefits. The Graduate Assistant will be granted a leave of absence of 17 weeks in accordance with sections 20.01 and 20.02, 11 weeks prior to the birth of the child and six weeks after.
(b) A Graduate Assistant who does not qualify for the provisions in section 21.07a shall be granted up to four weeks with pay at the birth of a child.

Seniority Status During Maternity Leave

21.08 While on maternity leave an employee shall retain her full employment status and accumulated all benefits under this Collective Agreement.

Employer Payment of Employee Benefits**During Maternity Leave**

21.09 During the period of maternity leave, the Employer shall continue to pay the hospital, medical and other employee benefits of the Agreement.

Procedure Upon Return from Maternity Leave

21.10 When an employee decides to return to work after maternity leave, she shall provide the Employer with at least two weeks notice. On return from maternity leave, the employee shall be placed in her former position.

Paternity Leave

21.11 At the birth of his child a father shall be entitled to four weeks paid leave and shall retain full employment status and all benefits under this Agreement. These four weeks leave shall be granted any time commencing six weeks before the expected date of birth and ending six weeks after the birth has taken place.

Adoption

21.12 Where an employee seeks maternity or paternity leave due to legal adoption, the foregoing provisions shall apply.

Prolonged Illness and Extension**of Sick Leave**

21.13 (a) If a Graduate Assistant is unable to report for work at the start of the term because of illness, injury or pregnancy, the Graduate Assistant is obligated to inform the department chairperson prior to the first day of registration. If the regular GA's condition remains such that it is impossible for him/her to resume teaching duties by the start of the third week of classes, s/he shall be placed on "Leave without Pay" status for the entire term unless the department elects to employ the GA when available for return to work, in which case s/he shall be placed on the payroll beginning with the date of return. If a limited term or fifth year GA's condition remains such that it is impossible for him/her to resume teaching duties by the start of the third week of classes, the GA shall be replaced and shall be removed from the payroll.

(b) One full term spent on "leave without pay" status shall not be counted for purposes of calculating guarantee of employment obligations to the Graduate Assistant.

(c) Graduate Assistants shall give their department chairperson as much advance notice as possible prior to the start of the term if they have reason to expect that they will be unable to report for work at the beginning of the term.

(d) If another Graduate Assistant is hired to replace one who is ill, injured or pregnant, the replacement shall be considered as a "limited term" appointee pursuant to the appointments article of this Agreement and such appointment may be for less than a full semester.

General Leave

21.14 An employee shall be entitled to leave of absence without pay and without loss of seniority when s/he requests such leave for good and sufficient cause, subject to other provisions of this Agreement. Such requests shall be in writing and approved by the Employer.

Short Term Leave

21.15 An employee shall be entitled to exchange teaching duties with other bargaining unit employees at his/her request for up to one week.

ARTICLE 22 PAYMENT OF SALARY AND ALLOWANCES**Pay Days**

22.01 (a) At the employee's discretion s/he shall be paid on an 8, 10 or 12-month basis.
(b) The Employer shall pay salaries monthly.
(c) On each pay day each employee shall be provided with an itemized statement of his/her salary, other supplementary pay and deductions.

Equal Pay for Equal Work

22.02 Employees shall receive equal pay for work of equal value.

Vacation Pay

22.03 An employee will receive by the last office day preceding commencement of his/her annual vacation or any layoff, any pay cheques which may fall due during the period of vacation or layoff.

Cost of Living Adjustments

22.04 In order to protect the living standards of the members of the bargaining unit, the University agrees to increase the wage schedule in the Agreement by 1% for each 1% increase in the all-items Consumer Price Index for Toronto from the commencement date of the Agreement. The Cost of Living Adjustment shall be made at the end of each term, including the summer term, and the difference between the old and new rates shall be paid promptly to each employee by lump-sum payment.

ARTICLE 23 JOB DESCRIPTION AND CLASSIFICATION**Joint Committee**

23.01 The Employer and the Union agree to establish a committee with equal representation from both parties to draw up job descriptions and to determine hours of work for all bargaining unit positions. Any report presented by the committee shall not be binding on either party.

ARTICLE 24 ACADEMIC FREEDOMS AND RESPONSIBILITIES**Freedom and Responsibilities of Teaching Assistants**

24.01 A graduate assistant is responsible to the supervising professor in academic matters such as course content, procedures and grades. The teaching assistant is expected to teach the material specified by the supervising professor, if material is specified, and follow procedures and grading policies specified by the supervising professor if they are specified. However, this shall not be construed to restrict the teaching assistant from presenting additional materials related to the content of the course.

ARTICLE 25 SAFETY, HEALTH AND POLLUTION**Safety Measures**

25.01 Employees working in any unsanitary or dangerous jobs shall be supplied with all the necessary tools, safety equipment and protective clothing.

No Discriminatory Action - Unsafe Conditions

25.02 No employee shall be disciplined for refusal to work on a job or to operate any equipment which the employee reasonably believes is unsafe.

No Discriminatory Action - Pollution

25.03 No employee shall be disciplined for refusing to perform any work which results in the pollution of the environment.

ARTICLE 26 GENERAL CONDITIONS**Office Facilities**

26.01 Adequate office space shall be provided to all assistants such that each assistant shall have the exclusive use of a desk, adequate shelving for books, use of a telephone and reasonable access to a typewriter, copying equipment and such office supplies as are needed in connection with his/her work.

Instructural Aids

26.02 (a) Where the nature of Graduate Assistant's duties make it appropriate, s/he will have reasonable access to: auxiliary services and equipment such as calculators, tape recorders, audio-visual equipment and assistance in preparing technical or specialized classroom materials.
(b) Graduate Assistants will have reasonable access to and use of facilities for conferences with groups of students, other teaching assistants, faculty or for other job-related purposes.

Bulletin Boards

26.03 The University shall provide Departmental Bulletin Boards which shall be placed so that all Graduate Assistants will have access to them and upon which the Union shall have the exclusive right to post notices of meetings and other such notices as may be of interest to Graduate Assistants.

Distribution of Materials and Mail Boxes

26.04 (a) Each Graduate Assistant will be assigned to a mailbox conveniently as possible.

(b) The Union shall have the right to place Union related materials in the mail boxes of Graduate Assistants, and to use campus mail services.

Equal Time and Publicity

26.05 The University recognizes that its operation is cloaked in the public interest and is funded with public monies. The University therefore agrees that should budgeted funds be used to inform the public of a situation where the Union is involved, the University shall make available, upon request, an equal appropriation to the Union for the same purpose.

Departmental Conditions - General

26.06 General working conditions not dealt with above may be discussed in Department Management-Labour Committees.

ARTICLE 27 PRESENT CONDITIONS AND BENEFITS**Present Conditions to Continue**

27.01 All rights, benefits, privileges and working conditions which employees now enjoy, receive or possess shall continue to be enjoyed and possessed in so far as they are consistent with this Agreement but may be modified by mutual agreement between the Employer and the Union.

Continuation of Acquired Rights

27.02 All provisions of this Agreement are subject to applicable laws now or hereafter in effect. If any law now existing or hereafter enacted, or proclamation or regulation shall invalidate any portion of this Agreement, the entire Agreement shall not be invalidated and the existing rights, privileges and obligations of the parties shall remain in existence and either party, upon notice to the other, may request the pertinent parts of the Agreement for negotiation.

ARTICLE 28 COPIES OF THE AGREEMENT**Copies of the Agreement**

28.01 The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and his/her rights and obligations under it. For this reason the Employer shall print, at his own expense, sufficient copies of the Agreement in a Union Shop within thirty (30) days of signing.

ARTICLE 29 GENERAL**Definition of "Term"**

29.01 Whenever the word "term" is used in this Agreement it shall be considered to denote the fall or spring academic session, and shall not be considered to denote the summer session(s), except where otherwise noted.

Definition of "Working Day"

29.02 Whenever the term "working day" is used in this Agreement it shall be considered to refer to a regular university working day, except where such a day is a holiday as specified by this Agreement.

Definition of "Department"

29.03 Whenever the term "department" is used, it shall be considered to mean department, institute, college or other administrative division within which members of the bargaining unit may work as applicable.

Definition of "Supervisor"

29.04 Whenever the word "supervisor" is used in this Agreement, it shall be considered to denote whomever is the immediate supervisor of a bargaining unit member.

Definition of "Graduate Assistant"

29.05 Whenever the term "graduate assistant" is used it shall be considered to denote any member of the bargaining unit, except where otherwise noted.

ARTICLE 30 TERM OF AGREEMENT**Duration**

30.01 This Agreement shall be binding and remain in effect from September 15, 1975 to December 31, 1976 and shall continue from year to year thereafter unless either party gives to the other party notice in writing at least ninety days prior to the 15th of November in any year that it desires its termination or amendments.

Changes in Agreement

30.02 Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of this Agreement.

Notice of Changes

30.03 Either party desiring to propose changes to this Agreement may, between the period of 30 and 90 days prior to the termination date, give notice in writing to the other party of the changes proposed. Within fifteen (15) working days of receipt of such notice by one party, the other party is required to enter into negotiations for a new Agreement.

Retrospective Pay for Terminated Employees

30.04 An employee who has severed his employment between the termination date of this Agreement and the effective date of the new agreement shall receive the full retroactivity of any increase in wages, salaries or other prerogatives.

Retrospectivity

30.05 All changes in the new agreement shall be adjusted retroactively unless otherwise specified.

Interest on Retrospectivity

30.06 Should a new agreement not be concluded within three months of the termination date of the Agreement, the Employer agrees to pay interest at the rate of 6% per annum on the retroactive settlement to each employee or his beneficiary.

ARTICLE 31 EMPLOYEE BENEFITS PLANS**Health Service Plan**

31.01 The Employer agrees to contribute 2/3 of the billed rate of premiums for the employees and their families' participation in the Ontario Health Insurance Plan during the term of this Collective Agreement.

Long-Term Disability

31.02 The Employer and the employees shall continue to provide an employer long-term disability insurance plan for members of the bargaining unit in accordance with the regulations set forth by said plans during the term of the Agreement. Should it become necessary to amend or change the said plans, the Employer will have agreement with the Union before such amendments or changes have been made to the said plan.

ARTICLE 32 SALARIES**Seniority in Placement of Salary Table**

32.01 There shall be two classifications of members of the bargaining unit for purposes of placement on the salary table: "new" and "regular".

Experience

32.02 Any teaching experience in a teaching position similar to bargaining unit positions shall be credited to the employee for purposes of placement on the salary Table, such that the experience equivalent to two terms of teaching experience at the University of Toronto shall qualify that person as a "regular" employee for purposes of placement in the salary Table.

Any persons in the bargaining unit who has not worked either inside the bargaining unit or elsewhere, the equivalent of two terms of work in the bargaining unit shall be designated a "new" employee for purposes of placement on the salary Table.

Any person who has been employed by the University of Toronto in a bargaining unit position for two or more terms, summer term included, is deemed for the purpose of this Article to be a regular employee.

Salary for Full-Time Work or Fraction Thereof

32.03 The base rate per term, summer term included, for all "new" members of the bargaining unit as of May 1, 1975 shall be \$2,000 and \$2,200 for "regular" employees, for an average amount of work of ten (10) hours per week in any given term, summer term included.

Due to the added responsibility and prior preparation involved and the additional individual attention required, part-time lecturers, instructors and part-time professors shall be paid at the rate of \$3,600 per term instructor for maximum work as described in this Article. It shall be the purpose of this clause, "class" is defined as a numbered course or a section of a numbered course.

Note: For the purpose of clarity, the parties agree that (a) all bargaining unit employees in Innis College, Transitional Year Programme and Interdisciplinary Studies will be paid at this rate; and (b) language teachers, no matter what their present job title, shall be paid at this rate with a maximum class size of 12; and (c) language teachers and instructors of Woodsworth College and School of Continuing Studies are covered by all provisions of this Agreement.

Salaries for positions of less than ten hours work per week shall be paid on a pro-rated basis.

Travel Allowance

32.04 All members of the bargaining unit who must travel from one campus to another (including the Aerospace Institute) to conduct their teaching duties shall receive an additional \$100.00 per term in compensation for lost time due to travel and general inconveniences.

Markers

32.05 "New" markers shall be paid at the rate of \$15.00 per hour, and "regular" markers shall be paid at the rate of \$16.00 per hour.

Calculation of Minimum Hours

32.06 It is understood that not more than five (5) hours of contact time in a laboratory teaching situation shall count as a full ten-hour teaching appointment, and that not more than two (2) hours of contact time in a tutorial teaching situation shall count as a full ten-hour teaching appointment.

Where the practice prevails to the signing of this Agreement has been to calculate less contact time as a full load, this practice must continue.

ARTICLE 33 CLARIFICATIONS**Innis College, Transitional Year Programme and Interdisciplinary Studies**

33.01 The parties agree that all provisions of this Agreement apply to all bargaining unit members in Innis College, Transitional Year Programme and Interdisciplinary Studies, except that their guaranteed employment period is unlimited. Further, the parties agree that the only reason for discharge shall be unsatisfactory work performance, and that academic standing shall have no bearing on the employee's employment status.

Designation of Department Employee Supervisor in Innis College, Transitional Year Programme, Interdisciplinary Studies, Woodsworth College and the School of Continuing Studies

33.02 The parties agree that, for the purpose of this agreement, Woodsworth College, Innis College, School of Continuing Studies, Transitional Year Programme and Interdisciplinary Studies are employing departments and that each will appoint a bargaining unit employee supervisor.

JOB OPENINGS

Mail Clerk (\$3,240-3,810-4,380)
P/T - Faculty of Education (2)

Clerk III (\$7,130-8,390-9,650)
Temp. - Personnel (1)

Clerk IV (\$8,640-10,160-11,680)
Dentistry (1)

Clerk Typist III (\$7,130-8,390-9,650)
Computer Science (1), Temp. - Geology (1)

Secretary I (\$7,130-8,390-9,650)
P/T - Chemistry (1), Hart House (2), Temp. - Faculty of Law (2), Physical Plant (5)

Secretary II (\$7,850-9,230-10,610)
P/T - Medicine (4), University Ombudsman (4)

Accountant I (\$7,850-9,230-10,610)
P/T - Women's Athletics (1)

Administrative Assistant II (\$13,800-16,230-18,660)
Faculty of Management Studies (2)

Laboratory Technician I (\$7,130-8,390-9,650)
Zoology (1), Erindale (2), Pathology (4)

Laboratory Technician II (\$8,640-10,160-11,680)
Dentistry (1), Microbiology & Parasitology (4)

Laboratory Technician III (\$10,600-12,470-14,340)
Banting & Best Department of Medical Research (4), Medicine (4), Playfair Neuroscience (4), Physiology (4), Biochemistry (4), Pathology (4)

Laboratory Technician IV (\$13,060-15,370-17,680)
Physiology (4)

Laboratory Assistant II (\$6,480-7,620-8,760)
Temp. - Psychology (1)

Curatorial Assistant II (\$9,610-11,300-13,000)
Botany (1)

Programmer I (\$9,120-10,730-12,340)
Pharmacology (4)

Cafeteria Worker (\$3.95 an hour)
P/T - Administrative Services (5)

Storekeeper II (\$8,640-10,160-11,680)
Banting & Best Department of Medical Research (4)

Storekeeper IV (\$10,600-12,470-14,340)
Medical Sciences Building Central Services (4)

RESEARCH NEWS

Environment Canada Atmospheric Environment Service

ORA has received information and applications for Environment Canada's Atmospheric Environment Service Subvention program. Investigations supported will research which requires a significant component of concept development and exploration of novel approaches and will facilitate the support of uni-, multi-, or inter-disciplinary studies involving physical, biological, engineering and social sciences and the humanities. Application materials are available at ORA and will be made available in the Physics Department and the Institute for Environmental Studies.

The agency deadline date is Dec. 31, and because ORA requires a minimum of ten working

days to process applications before forwarding, applicants are advised to submit forms in plenty of time to account for the Christmas holiday period.

Humanities and Social Science Research in France

The Canada Council is conducting, on behalf of the Department of External Affairs, a competition for Canadian scholars in the humanities and social sciences who wish to study in France as of April, 1976. Return airfare and a living allowance will be provided by the Canadian and French governments. Adequate command of the French language will be an advantage.

Closing date for applications is Dec. 1. Call ORA at 928-2163 for further information.

PH D ORALS

Friday, October 24

Marcia Rodriguez, Department of Medieval Studies, "Critical Edition of Sir Perceval of Gales." Thesis supervisor: Prof. P. Heyworth. Croft Chapter House, 2 p.m.

Howard Samuel White, Department of Chemical Engineering, "Optimization of the Distributed Parameter Unified Model for River Systems." Thesis supervisor: Prof. R. Luus. Room 108, 16 Hart House Circle, 2 p.m.

Monday, October 27

Lawrence Gordon Dunfield, Department of Chemistry, "Statistical Mechanics of Mono- and Poly-Saccharides." Thesis supervisor: Prof. S.G. Whittington. Room 108, 16 Hart House Circle, 10.15 a.m.

Thursday, October 30

Garry Geddes, Department of English, "Conrad's Later Novels." Thesis supervisor: Prof. R. Schieder. Room 201, 65 St. George St., 4 p.m.

Dr O V Sirek awarded Best Prize



Dr. O. V. Sirek, Professor in the Department of Physiology, Faculty of Medicine, has been awarded the Charles H. Best Prize for

outstanding work done in the field of experimental diabetes. The award consists of a gold medal, citation and a cheque for \$1,000. He will be presented with the prize after delivering a special lecture to special diabetologists from across the country who gather for the eighth Canadian Hoechst Workshop in the Laurentians on Oct. 20th.

The Prize was established by Hoechst Pharmaceuticals of Canada in 1971 on the occasion of the 50th anniversary of the discovery of insulin in Toronto by Banting and Best. The Award is given periodically to internationally recognized Canadian investigators actively engaged in diabetes research. Previous recipients were Drs. P. Moloney, Connaught Laboratories, C.C. Yip, Banting and Best Department of Medical Research, and J. Dupre, McGill University.

Dr. Sirek received his M.D. in 1946 from the Komenius Univer-

sity, Bratislava, Czechoslovakia, and continued studies in biochemistry at the Wenner-Gren Institute in Stockholm. He came to Toronto with his wife, an accomplished experimental surgeon, in 1950 at the invitation of Dr. C.H. Best, then Head of the Department of Physiology and Director of the Banting and Best Department of Medical Research. Dr. Sirek obtained his Master's degree in Physiology under Dr. Best in 1951 and completed his Ph.D. in 1954.

Dr. Sirek received the Starr Medal of the Faculty of Medicine in 1958 for outstanding scholarship. He has collaborated with his wife on metabolic studies in endocrine-deficient experimental animals following surgical removal of the pancreas and hypophysis. Their main interest is the interaction between growth hormone and insulin; they have published together more than 70 scientific papers.

J T Murphy new physiology head

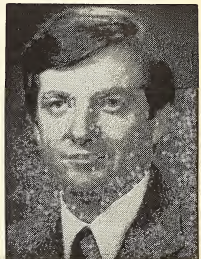
Dr. John T. Murphy has been appointed Chairman of the Department of Physiology, Faculty of Medicine. He comes to the post with a background of important accomplishments in neurophysiological and neurological research.

Following undergraduate education at Princeton University, Dr. Murphy received his M.D. degree in 1963 from Columbia University's College of Physicians and Surgeons. In 1968 he received his Ph.D. from McGill in the Department of Neurology and Neurosurgery. His research there resulted in the first outline of a brain region which controls fundamental drives connected with survival, such as

food intake and aggressive behaviour.

He joined the Faculty of Medicine at U of T in 1970. The work of Dr. Murphy and his colleagues has furthered the understanding of central nervous system control of motor functions of the body. Their research has resulted in the discovery of interconnected clusters of nerve cells in the brain which control voluntary movement. Dr. Murphy was appointed full Professor in Physiology in 1973 and holds cross-appointments in the Departments of Psychiatry and Medicine, as well as in the Institute of Biomedical Engineering.

Author of approximately 70 scientific papers, Dr. Murphy has been speaker and lecturer at a



number of international symposia.

Publications of Pontifical Institute

Publications of the Pontifical Institute of Mediaeval Studies during the spring and summer:

Vignia Brown (ed.): *Mediaeval Studies Volume XXXVII* 1975, 547 pages, 29 articles. \$14.

Dennis Breafley: *Commentum Scabuli Scotti in Malorum Donum Grammaticum*. Studies and Texts series No. 27. 295 pages. \$14.

Edmund Colledge: *The Latin Poems of Richard Ledrede, O.F.M.* Studies and Texts series No. 30. 164 pages. \$14.50.

Walter H. Principe: *The Theology of the Hypostatic Union in the Early Thirteenth Century, IV: Philip the Chancellor's Theology of the Hypostatic Union*. Studies and Texts series No. 32. 234 pages. \$12.

Willie Thomson: *Frars in the Cathedral: The First Franciscan Bishops*. Studies and Texts series No. 33. 166 pages. \$10.

J.A. Ratiff: *Assati Data and Land Values: Two Studies in the East Midlands 1200-1250*. Subsidia Mediaevalia series No. 3. 169 pages. \$8.50.

David C. Lindberg: *A Catalogue of Medieval and Renaissance Optical Manuscripts*. Subsidia Mediaevalia series No. 4. 142 pages. \$7.50.

Paul V. Spade: *The Mediaeval Liar: A Catalogue of the "Insolubilia" Literature*. Subsidia Mediaevalia series No. 5. 127 pages. \$7.

Constance B. Heiatt: *Karlsmagnus Saga: The Saga of Charlemagne and his Heroes, I (Parts I-III)*. Mediaeval Sources in Translation series No. 13. 346 pages. \$8.

Armand A. Maurer: *Master Eckhart. Parisian Questions and Prologues*. Mediaeval Sources in

Translation series No. 15. 123 pages. \$3.50.

Edward W. Warren: *Porphyry The Phoenician: Isagoge*. Mediaeval Sources in Translation series No. 16. 65 pages. \$3.25.

John Wright: *The Life of Cola di Rienzo*. Mediaeval Sources in

Translation series No. 18. 166 pages. \$5.

Bruce Harbert: *A Thirteenth-Century Anthology of Rhetorical Poems*. Toronto Medieval Latin Texts series No. 4. 78 pages. \$2.75.

Do it now!

"It's your contribution that counts if the United Way campaign is to succeed."

That's the substance of an appeal by the co-chairman of the University campaign, Dean Kathleen King and Prof. David Scott, to every staff member who has not yet turned in his or her pledge. "It's up to you", the co-chairmen point out to staff members who have not yet made their decision, signed their pledge cards, and turned them in to the canvassers. "Do it now!"

By today, the University is about one-third of the way toward its United Way goal, and only nine working days remain before the official conclusion of the campaign. Some major divisions have not yet reported.

At this time the Metropolitan Toronto campaign is half-way toward its goal. As the University campaign did not get underway until a week after the general appeal was launched, the campus UW workers are confident that within another week U of T will be much closer to its objective.

"We just must reach our minimum target", say Dean King and Prof. Scott. "There are 81 agencies receiving support from the United Way - agencies that help people in time of need - and we can't let them down. The contributions of U of T staff represent a significant part of the total needed. Every dollar counts, and we know we can count on you."

More than milk comes in pints

The first transfusion of blood in Canada is believed to have taken place in 1871. It was supervised by Dr. Abraham Groves who graduated from the Toronto Medical School in the same year. Previously, during the cholera epidemic of 1854, transfusions of milk were given with varying degrees of success. Today nothing takes the place of blood for a transfusion. A Red Cross blood donor clinic is being held on the campus in the Medical Sciences Building 10 a.m.-4 p.m. from Nov. 3-7 inclusively.



Members of the Blue and White bands of the past came home and blew their horns again last Saturday. Dave Hastings (left) and Bill McLachlan, both Vic 570, concentrated on producing sounds of glory. The U of T Symphony Orchestra under its conductor Victor Feldbrill will produce another kind of glorious sound this Saturday, Oct. 25, in its first appearance of the season. The concert is in the MacMillan Theatre, Edward Johnson Building at 8.30 p.m. Tickets: \$2, students and senior citizens \$1.

EVENTS

Items to be included in Events must be received at the Department of Information Services, 45 Wilcocks St., by 4 p.m. of the Friday before the issue of the Bulletin in which they are to be listed.

25 SATURDAY

Music - U of T Symphony Orchestra, conductor, Victor Feldbrill. MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Tickets \$2, students and senior citizens \$1. Box office 928-3744.

26 SUNDAY

Film - ROM Sunday family films: *Lion Pride*. ROM Theatre. 2.30 p.m. Free with Museum admission.

Film - ROM Sunday evening films: *Metropolis*. ROM Theatre. 7.30 p.m.

27 MONDAY

Colloquium - Using the computer to prove two theorems in number theory. Dr. Shen Lin, Bell Laboratories, Murray Hill, N.J. 103 McLennan Physical Laboratories. 4 p.m. (SGS and Computer Science)

28 TUESDAY

Lecture - Distances of Galaxies in the Local Supercluster. Dr. Gustav Tammann, Basel University, visiting at Hale Observatories. David Dunlap Observatory. 4 p.m.

Lecture - African Elephant. Cleveland Grant, Mineral Point, Wis., will narrate his film. ROM Theatre. 5.30 p.m.

Seminar - Properties of automatic quadrature routines relevant to their evaluation. Dr. James N. Lyness, Applied Mathematics Division, Argonne National Laboratory. 134 McLennan Physical Laboratories. 10 a.m. (Computer Science and SGS)

Seminar - Intraplate Deformation as a Result of Converging Plate Interaction. Dr. J. Hasey, Mohi

Field Research Lab., Dallas. 128 or 130 Mining Building. 4 p.m.

Music - Percussion Ensemble, directed by Russell Hartenberger. Walter Hall, Edward Johnson Building. 8.15 p.m.

29 WEDNESDAY

Colloquium - A Theory of Preference and the Logic of Conflict. Prof. Clyde H. Coombs, University of Michigan. 2118 Sidney Smith Hall. 4 p.m. (Psychology and SGS)

Lecture - Problems in Writing a Hitler Biography. Joachim C. Fest, editorial board, *Frankfurter Allgemeine Zeitung*. 2118 Sidney Smith Hall. 8 p.m. (History and Goethe Institute)

Seminar - Biochemical Genetics of Tay-Sachs and Sandhoff's Diseases. Dr. E. Beutler, Division of Medicine, City of Hope Medical Center, Duarte, Cal., recipient of a Gairdner Award 1975. Room 2172 Medical Sciences Building. 4 p.m.

30 THURSDAY

Lecture - A Survey of Services Available through the U of T Computer Centre. Dr. John Roth, Computer Centre. 211 Haultain Building. 4 p.m. (IES)

Colloquium - Trigonometric Prismatic Coordination: Fact or Myth? Prof. M.R. Snow, University of California, Berkeley. 158 Lash Miller Chemical Laboratories. 4 p.m.

Colloquium - The Role of the Federal Atmospheric Environment Service in Atmospheric Science Research in Canada. W.L. Godson, Atmospheric Environment Service. 102 McLennan Physical Laboratories. 5.15 p.m.

Seminar - Hormone Responsive Breast Cancer Cells in Continuous Tissue Culture. Dr. Marc Lippman, National Cancer Institute, Bethesda. 417 Best Institute. 4 p.m.

Gathering - Informal coffee hour for single faculty members, others welcome. Pendares Lounge, International Student Centre. 4.30 to 6

p.m. Additional information telephone 494-8403 or 429-1680.

31 FRIDAY

Colloquium - Experimental Observations on the C₄C₄, C₃H₄, and C₂H₂O Energy Surfaces. Prof. O.L. Chapman, University of California, Los Angeles. 162 Lash Miller Chemical Laboratories. 3 p.m. (Please note room number)

Workshop - The Fugue for Piano in the 19th Century. Detlef Kraus. Walter Hall, Edward Johnson Building. 1 to 4 p.m.

Party - ISC Wine and Cheese Party. First of the season, special guest will be Eric McKee, U of T Ombudsman. All students, staff and faculty welcome. 33 St. George St. 4.30 to 6.30 p.m.

NOVEMBER

1 SATURDAY

Lecture - Science You Can See and Hear. Errol H. Weiser and George Vanderkuur, education officers at the Ontario Science Centre. Convocation Hall. 8.15 p.m., doors open 7.30 p.m. (Royal Canadian Institute)

Hart House - International Festival of Poetry: MARATHON. "Children's Poetry", Library, 1 p.m. "The Craft of Poetry", Music Room, 2 p.m. "Poetry of the Non-official Languages", Debates Room, 3 p.m. "Audiothon", Music Room, 7 p.m. "Marathon", Great Hall, 7.30 p.m. to 1 a.m. (See story page 2)

2 SUNDAY

Film - ROM Sunday family films. *Little Monday* and *The Adventures of Chico*. ROM Theatre. 2.30 p.m. Free with Museum admission.

Film - ROM Sunday evening films. *Dead Birds*. ROM Theatre. 7.30 p.m.

Music - Anton Kuerti. Scarborough College Sunday concert series. Mr. Kuerti will speak about the Liszt sonata prior to performance. Meeting Place. 3.30 p.m.

Library essay clinics give help to students

The library is offering again this year a series of special clinics designed to assist students in the preparation of term papers and research essays. The clinics are organized on two levels, beginning and intermediate, and each has two programs.

At the beginning level, the clinics will concentrate on such topics as how to plan a research strategy, maximum utilization of campus library resources, use of periodicals, and preparing a bibliography.

The first clinic was held yesterday, Oct. 31 from 1-3 p.m. in room 204, Faculty of Library Science.

Evelyn Cotter, Director of the Innis and Woodsworth College Writing Labs, will discuss how to take notes and how to plan and write an essay. Beginning at 2 p.m., small groups, each led by a professional librarian, will be set up according to subject interests,

and participants will have an opportunity to discuss difficulties encountered during their research.

The beginning level clinics will be repeated in early November. Part one is scheduled for Saturday, Nov. 1 from 10-12 noon in room 205, Faculty of Library Science; part two will be held one week later on Saturday, Nov. 8 from 10-12 noon in room 2172, Medical Sciences Building. Intermediate level clinics will be held on Friday, Nov. 7 and Thursday, Nov. 13. Additional information will be available shortly.

Persons wishing to register for any clinic or who desire further information regarding any aspect of the program should contact either Carolyn McNamara, Orientation Librarian, 928-2498, or consult the information desks at the Roberts (928-2294) or Sigmond Samuel (928-2280) Libraries.

OCUCE at Erindale

Erindale College acted as host to the fall meeting of the Ontario Council for University Continuing Education from Wednesday, Oct. 22-Friday, Oct. 24. Approximately 40 delegates from universities across Ontario attended the three-day meeting.

James G. Murray of the Department of Continuing Education of the University of Guelph is this year's president of OCUCE and served as chairman of the plenary sessions.

Guests invited include Dr. C.P. Gravenor, Chairman of the Council of Deans of Arts & Science of Ontario Universities; Doug Lynd of Statistics Canada; Dr. Graham Murray of the Ontario Council of University Faculty Associations; Dr. Arthur Knowles, a long-time proponent of adult education from Wilfrid Laurier University; T.J. Stevens of Seneca College, chairman of the Provincial Executive Committee of Heads of Con-

tinuing Education and Community Services, and Trevor Boyes, president of the Ontario Universities' Registrars' Association.

Dr. Arthur Kruger, Principal of Woodsworth College, Dr. Norma Bowen of the University of Guelph and Dr. Jack Granatstein of York University comprised a panel which discussed "Implications of Unionization for Continuing Education".

Another discussion topic was "Transfer of Credit", an item of much concern to institutions of higher learning today in light of the mobility of students who often start their studies in one institution completing their undergraduate degrees in a second or even a third institution.

Marjorie Cooper, Erindale College Registrar and an instructor in Sociology at the College, gave a preliminary report on "Native Peoples' Educational Needs".

Hitler's biographer to speak here

Adolph Hitler's biography and the problems encountered in writing the book will be the subject of a public lecture by a leading German journalist, Joachim C. Fest, on Oct. 29.

Mr. Fest will speak in room 2118 Sidney Smith Hall, St. George St., at 8 p.m., under the auspices of the Department of History and the Goethe Institute.

Joachim Fest was drafted into the German Army in 1941. At the age of 15, and was captured by the Americans in 1943. In the years following World War II he became a journalist and is now a member of the editorial board of the *Frankfurter Allgemeine Zeitung*. He is the author of two books, "The Face of the Third Reich" (1970) and "Hitler", which has been translated from the German into a dozen or more languages since it was published two years ago.

The lecture is open to the public without charge.

Gairdner lectures Oct 30 & 31

Two of the six winners of the 1975 International Gairdner Foundation Awards, Dr. John D. Keith and Dr. Wm. T. Mustard, are from U of T. The six winners will each present scientific papers at Lecture Sessions to be held Thursday, Oct. 30 under the

chairmanship of Dean R. B. Holmes, and Friday, Oct. 31, when both Dr. Keith and Dr. Mustard will speak, under the chairmanship of Dr. Aser Roth. The lectures will begin at 9.30 a.m. in the Auditorium of the Medical Sciences Building.

How outdoor posters can be posted

All those wishing to display posters in the glass cases around the St. George campus should send or deliver them to:

Dawna Wignes
Department of Information Services
45 Wilcocks St.

Six copies of each poster are required. There is limitation on size (maximum 17 inches by 22 inches) and sponsorship (only University events).

Please send posters as far in advance of the event as possible. Posters will be put up once a week.